

2009 might be remembered as the year our movement

Funders for LGBTQ Issues
2009 Timeline of Achievements



ABOUT US



Funders for LGBTQ Issues is a national, philanthropic organization that works with grantmakers around the world to strengthen and study foundation giving to lesbian, gay, bisexual, transgender and queer (LGBTQ) communities. Through research, convenings and education, we aim to broaden philanthropic support for LGBTQ rights and advance racial, economic and gender justice. Working side-by-side with funders and our movement's organizations through four decades, Funders for LGBTQ Issues remains the sole organization dedicated exclusively to increasing institutional giving to LGBTQ communities throughout our country and the world.



The Racial Equity Campaign is a multi-year initiative of Funders for LGBTQ Issues that seeks to create healthy grantmaking institutions that embody fairness and inclusiveness and support the leadership of LGBTQ people of color and their organizations. Through a community-based grantmaking initiative, original research and grantmaking resources, and by increasing philanthropic awareness about the wide array of programmatic responses that can repair racial, economic and gender inequities in our communities, the campaign aims to stimulate broader philanthropic support for LGBTQ communities of color.

As part of the Campaign, the Racial Equity Initiative supports LGBTQ people of color organizations and projects by investing in community foundations and funds around the country. To ensure that the diverse breadth of LGBTQ communities is supported in the long term, the Initiative works to enhance the grantmaking practice of community funders, which engage LGBTQ people of color efforts in their communities to award funding and provide capacity building.



Common Vision is a multi-year initiative of Funders for LGBTQ Issues that's convening grantmakers in New England and the Midwest that share an interest in creating healthy communities with widespread equity. Over the course of two years, two cohorts of grantmakers sorted through various frameworks to distill the practices that foundation leaders could follow to create structural improvements in their regions. In 2010, Common Vision will unveil these lessons as a series of tools for funders interested in applying a structural transformation lens to their grantmaking.

Funders for LGBTQ Issues would like to thank the many grantmakers and individuals who generously supported our work in 2009—and in the years to come.

2009 might be remembered as the year our movement began *feeling* the economic crisis. Reports portrayed a smaller, less agile philanthropic sector. Organizations that serve lesbian, gay, bisexual, transgender and queer (LGBTQ) communities were left with hard choices; most contracted, some closed their doors. In response, many of our country's leading LGBTQ grantmakers announced that despite the downturn they would sustain their levels of giving; as hardship increases and political opportunities arise, they reasoned, steady support for LGBTQ rights becomes all the more important. We agree. For Funders for LGBTQ Issues, the harsh conditions of 2009 compelled us to strengthen our unique role in convening funders, producing reliable research and building the resources necessary for effective LGBTQ grantmaking.

We partnered with foundations at the state, regional, national and international levels. We added our voice to a variety of sector-wide initiatives, infusing them with an LGBTQ lens and a racial, economic and gender justice agenda. We presented to leaders nationwide on the relationship between racial inequities and LGBTQ issues, launching a landmark web site that explicates the barriers facing LGBTQ people of color. And—recognizing that transgender and gender non-conforming communities receive little support from American philanthropy—we announced a new name: Funders for LGBTQ Issues. Though the economic outlook appears grim, our vision remains optimistic. And we'll remain steadfast.



The National LGBTQ Grantmakers Retreat on Racial Equity was held at the Westward Look Resort in Tucson, Arizona.



1

January

NATIONAL GATHERING

A FUNDER-TO-FUNDER CONVERSATION ON RACE

To kick off the year, 40 philanthropic leaders representing 24 foundations from across the country attend our historic National LGBTQ Grantmakers Retreat on Racial Equity. Through a variety of presentations, exercises and funder-to-funder conversations, the 3-day retreat helps attendees understand the many ways that grantmakers can improve the lives of LGBTQ communities of color.

An evaluation of the retreat finds that the gathering significantly increased attendees' knowledge of structural racism, racial inequities among LGBTQ communities and how to apply various lenses to their grantmaking strategies.

Photos © Jeff Smith www.jeffsmithusa.com



2



3



4

JANUARY

On previous page:

1. The foundations represented at the retreat were a diverse assortment of private, public and community foundations and funds. Moreover, some of these funders primarily support LGBTQ communities while others award LGBTQ grants as part of wider funding interests.
2. Ignatius Bau (The California Endowment) and Audrey Haberman (Pride Foundation)
3. Katherine Acey (Astraea Lesbian Foundation for Justice)
4. Tim Sweeney (Gill Foundation)



5



6



7

On this page:

5. Alfonso Wenker (PFund Foundation), Daniel Lee (Levi Strauss Foundation) and Roz Lee (Stonewall Foundation)
6. Andrew Lane (Johnson Family Foundation)
7. Lori Villarosa (Philanthropic Initiative for Racial Equity)
8. Edward Gray (The Atlanta Gay & Lesbian Community Foundation)
9. Surina Khan (The Women's Foundation of California)
10. Maria Cadenas (Cream City Foundation)
11. Philip Wong (Community One Foundation)
12. Jewelle Gomez (Horizons Foundation) and Lina Paredes (Liberty Hill Foundation)
13. Inca Mohamed and Robin Katcher from the Management Assistance Group



8



10



12



9



11



13

The photo citations reference individuals from left to right and denote titles from January 2009.

Photos © Jeff Smith www.jeffsmithusa.com

COMMON VISION

UNDERSTANDING THE ASPECTS OF STRUCTURAL TRANSFORMATION

Maya Wiley, executive director of the Center for Social Inclusion, conducts a webinar on structural transformation to 15 foundation participants of Common Vision, our multi-year initiative in New England and the Midwest. The webinar provides a grantmaking framework for creating positive, structural change in their regions.

January

WORKSHOP

LGBTQ PHILANTHROPY IN AN ECONOMIC DOWNTURN

At the annual Creating Change conference, hosted by the National Gay and Lesbian Task Force, Funders for LGBTQ Issues hosts a panel on the future of LGBTQ philanthropy in the face of a recession. More than 60 activists attend the discussion, which includes panelists Andrew Lane (Johnson Family Foundation), Suzanne Pharr, Russell Roybal (National Gay and Lesbian Task Force) and Urvashi Vaid (Arcus Foundation).

COMMENTARY

AN OPEN LETTER TO AMERICAN PHILANTHROPY

In partnership with five influential “affinity groups”—Asian American Pacific Islanders in Philanthropy, the Association of Black Foundation Executives, Hispanics in Philanthropy, Native Americans in Philanthropy and the Women’s Funding Network—Funders for LGBTQ Issues co-signs an open letter to the philanthropic sector, published in *The Chronicle of Philanthropy*. The letter encourages foundations to prioritize diversity in grantmaking as a crucial first step.

COMMENTARY



“We have learned from our collective decades of relentless work that increasing diversity within foundations, while important, is merely the first step towards the larger goal of changing the cultural norms and practices of foundations that are structurally tilted towards the maintenance of inequality.”

— Funders for LGBTQ Issues (with the Joint Affinity Groups), in an open letter to philanthropy published in *The Chronicle of Philanthropy*

RACEWIRE BLOG, COLORLINES MAGAZINE

Funders for LGBTQ Issues offers a guest commentary on *RaceWire*, the blog for *ColorLines Magazine*, about the importance of building the infrastructure of LGBTQ communities of color. Program Director Ellen Gurzinsky writes, “Research, both anecdotal and quantitative, puts issues relating to community building, HIV/AIDS, health, human rights and civil rights high on the list of needs for LGBTQ people of color. White-led LGBTQ organizations need to be active partners in these struggles with all people of color, both LGBTQ and straight.”

COLLABORATION

CARING TO CHANGE: NEW IDEAS, REAL CHANGE

Funders for LGBTQ Issues participates in a retreat led by Caring to Change, a national project that's seeking to identify new foundation strategies for advancing broad-based social change and more effectively addressing societal problems.

The retreat brings together more than 20 national philanthropic leaders to review the preliminary ideas generated by the project.

February

COLLABORATION

A GLOBAL CONVERSATION ON SOCIAL JUSTICE PHILANTHROPY

As part of the Working Group on Philanthropy for Social Justice and Peace, Funders for LGBTQ Issues helps bring together more than 100 philanthropic professionals from around the world to discuss how grantmakers can improve support to social justice struggles internationally. The gathering takes place in Cairo, Egypt. By year's end, Executive Director Karen Zelsermyer is selected as one of three co-chairs for the working group.

COLLABORATION

ENDORISING CRITERIA FOR THE SECTOR

Funders for LGBTQ Issues endorses the criteria crafted by the National Committee for Responsive Philanthropy (NCRP), which proposes a series of philanthropy-wide benchmarks related to grantmaker values, effectiveness, ethics and commitment. According to the NCRP criteria, "a grantmaker practicing Philanthropy at Its Best® serves the public good by contributing to a strong, participatory democracy that engages all communities."

COMMON VISION

FOCUSING ON FOOD & WATER

Common Vision participants in New England and the Midwest select the social issues that they will explore as a way of understanding grantmaking through a structural transformation lens. In New England, the foundation cohort chooses food security, while in the Midwest, the participants select water commodification. Participants agree to learn more about their respective issues as well as identify key players in their regions.



COMMON VISION

Healthy communities
and widespread equity
for all

COLLABORATION

DIVERSITY IN PHILANTHROPY

Funders for LGBTQ Issues joins the leadership of D5, a new formation of the Diversity in Philanthropy Project that's comprised of five philanthropic entities: the Council on Foundations, the Foundation Center, regional associations, affinity groups and identity-focused foundations. The group begins crafting a 5-year plan that, with sufficient funding and buy-in, would help advance diversity, inclusion and equity within the philanthropic sector.

March

COLLABORATION

MORE RESOURCES FOR LGBTQ COMMUNITIES WORLDWIDE

Funders for LGBTQ Issues joins the steering committee of the Global Philanthropy Project, which seeks to expand resources and advance the human rights of LGBTQ people around the world. The committee includes representatives from the Arcus Foundation, Astraea Lesbian Foundation for Justice and Open Society Institute, among others.

REPORT RELEASE

\$77 MILLION TO LGBTQ ISSUES IN 2007

Funders for LGBTQ Issues releases its annual tracking report on LGBTQ grantmaking by U.S. foundations, noting that in 2007, 293 U.S. foundations awarded \$77 million to LGBTQ issues nationwide—an increase of \$11 million from 2006.

April

The report also notes that 10 LGBTQ organizations received one out of every four LGBTQ dollars in 2007 and, similar to last year, LGBTQ communities of color received only 10 percent of total giving to LGBTQ communities.



Since its release, the report has been downloaded more than 1,200 times.

FUNDER BRIEFING

ASTRAEA LESBIAN FOUNDATION FOR JUSTICE (NEW YORK, NY)

Funders for LGBTQ Issues conducts a presentation on structural racism and its effects on LGBTQ communities of color for the staff of Astraea Lesbian Foundation for Justice, which supports LGBTQ communities in the U.S. and abroad. A staff discussion follows the presentation.

NATIONAL GATHERING

LGBTQ PUBLIC AND COMMUNITY FOUNDATIONS

Funders for LGBTQ Issues brings together LGBTQ community and public foundations from around the country to share ideas and discuss a collaborative project that would strengthen their work.

May



COLLABORATION

THE BEGINNINGS OF A FUNDER TOOLKIT ON LGBTQ RACIAL EQUITY

Funders for LGBTQ Issues brings together, via teleconference, an advisory committee of grantmakers and nonprofit leaders from around the country to begin informing the creation of a web site that will guide funders in supporting LGBTQ communities of color. The advisory committee includes representatives from GrantCraft, GLAAD (Gay & Lesbian Alliance Against Defamation), the California Endowment, Western States Center and many others.

RESOURCE

AN UPDATED DIRECTORY OF LGBTQ PEOPLE OF COLOR EFFORTS

Funders for LGBTQ Issues releases an updated directory of LGBTQ people of color organizations and projects throughout the U.S., raising awareness about the many groups serving diverse LGBTQ people in their communities.

Since its release, the directory has been downloaded more than 600 times.

RESOURCE

RESEARCH FEATURED IN SECTOR-WIDE DIVERSITY TOOLKIT

The California Endowment, a private health foundation that supports community-based organizations throughout California, reprints Funders for LGBTQ Issues' *LGBTQ Grantmakers Report Card on Racial Equity*, a 2008 report that described the racial equity practices of 19 leading LGBTQ grantmakers. The Endowment features the report in a diversity toolkit distributed broadly at the Council on Foundations Annual Summit in May.

RESOURCE

SETTING THE BENCHMARKS FOR RACIAL EQUITY

Funders for LGBTQ Issues releases its benchmarks and goals for its Racial Equity Campaign, which seeks to increase the amount of funding that addresses racial disparities among LGBTQ communities of color. The campaign aims to increase, by 2010, the level of funding and the number of funders supporting LGBTQ communities of color.



COLLABORATION

LGBTQ ISSUES AND THE CENSUS 2010

In partnership with various New York City-based philanthropic organizations, foundations and local organizations, Funders for LGBTQ Issues co-sponsors a funder briefing on the local and national implications of the 2010 U.S. Census. Experts discuss the challenges of reaching hard-to-count communities, including LGBTQ people, and how to provide foundations with practical ideas to ensure an accurate Census count.

May

NATIONAL GATHERING

LGBTQ GRANTMAKING IN ROUGH TIMES

As a precursor to the Council on Foundations Annual Summit in Atlanta, Georgia, Funders for LGBTQ Issues convenes LGBTQ grantmakers from around the country to discuss how they can support LGBTQ organizations through a recession. The daylong meeting uses a variety of exercises on systems theory to explore how funders should address the increased economic hardship on LGBTQ people, as well as the interplay of direct services, community organizing and public policy.

More than 30 leaders representing 25 foundations and philanthropic groups attend this daylong convening.

June

FUNDER BRIEFING

TELECONFERENCE ON LGBTQ COMMUNITY ORGANIZING

Funders for LGBTQ Issues co-hosts a teleconference on community organizing in LGBTQ communities, which explores new ways of base building and the related successes and challenges in building democracy through organizing. Speakers include: Katherine Acey (Astraea Lesbian Foundation for Justice), Marjorie Fine (The Linchpin Campaign), Chris Hartman (Fairness Campaign), Gara LaMarche (Atlantic Philanthropies) and Rickke Mananzala (FIERCE).

More than 70 foundation leaders participate in the teleconference, co-hosted with Astraea Lesbian Foundation for Justice, GrantCraft, The Linchpin Campaign of the Center for Community Change and The Neighborhood Funders Group.

FUNDER BRIEFING

LIBERTY HILL FOUNDATION (LOS ANGELES, CA)

Funders for LGBTQ Issues conducts a workshop on helping grantmakers and activists understand the elements of structural inequality at the Liberty Hill Foundation in Los Angeles, California.

Approximately 30 people attend the "Facing Race, Expanding Impact" workshop, led by Research and Communications Director Robert Espinoza. The training also kicks off the foundation's newly launched leadership institute for nonprofit leaders throughout the Los Angeles area.

FUNDER BRIEFING

LGBTQ ASIAN-PACIFIC ISLANDER ORGANIZATIONS

Funders for LGBTQ Issues co-sponsors, and speaks at, briefing on LGBT Asian American, South Asian and Pacific Islander organizations. led by the National Queer Asian Pacific Islander Alliance (NQAPIA), a national, DC-based organization. At the briefing, NQAPIA releases a descriptive directory of these groups to guide funders in their grantmaking.

COLLABORATION

MINNESOTA COUNCIL ON FOUNDATIONS AND LGBTQ GRANTMAKING

Funders for LGBTQ Issues releases a first-ever study on LGBTQ grantmaking in Minnesota at a September gathering of foundations and nonprofits in Minneapolis, hosted by the Minnesota Council on Foundations and the LGBT Funders Network (which co-produced the study). More than 60 people from around the state attend the release, which includes a presentation of the report, a panel on the effects of the economic downturn and a workshop on understanding the effects of structural racism on LGBTQ communities and organizations.

FUNDER BRIEFING

PFUND FOUNDATION (MINNEAPOLIS, MN)

Funders for LGBTQ Issues leads a structural racism training for the staff, board and grantmaking committee members of PFund Foundation, which supports LGBTQ issues in Minnesota and the Upper Midwest.

Twenty of PFund's leaders attend the workshop.

July

In September 2008, Funders for LGBTQ Issues partnered with the LGBT Funders Network of the Minnesota Council on Foundations to undertake a landmark study on foundation giving to LGBTQ communities across the state. A year later, the partnership culminated in a series of events and activities, including the release of the first-ever report. →



September

REPORT RELEASE

LGBTQ GRANTMAKING IN MINNESOTA

Funders for LGBTQ Issues and the LGBT Funders Network of the Minnesota Council on Foundations release a landmark research report on LGBTQ grantmaking in Minnesota, as well as the organizations receiving these dollars. The study finds that U.S. foundations awarded nearly \$1.3 million in 2007 to LGBTQ organizations and programs throughout Minnesota—83 percent of which came from 29 foundations based in Minnesota. However, these LGBTQ dollars represent a fraction of the overall dollars awarded by Minnesota foundations and U.S. foundation in 2007, according to the report.

PRESENTATION

LGBTQ RIGHTS AND SOCIAL JUSTICE STRUGGLES

The Minneapolis-based Headwaters Foundation for Justice, a community foundation that serves as a catalyst for social, racial, economic and environmental justice in the Twin Cities, hosts Research and Communications Director Robert Espinoza for a lecture on the intersection of LGBTQ rights and broader social justice struggles.

More than 40 nonprofit leaders from the area attend the event.

REPORT RELEASE

THE ECONOMIC DOWNTURN AND LGBTQ GRANTMAKING

To help make sense of the economic downturn's effects on LGBTQ grantmaking, Funders for LGBTQ Issues releases a special report that investigates how LGBTQ foundations and organizations have responded to a sector-wide decrease in resources.

Since its release, the report has been downloaded more than 800 times.



NATIONAL GATHERING

RACIAL EQUITY REGRANTING INITIATIVE

Funders for LGBTQ Issues convenes the eight foundations participating in its Racial Equity Regranting Initiative, which works to enhance the grantmaking practice of community funders to support LGBTQ communities of color. At the gathering, the foundations share strategies to address the challenges they have faced in implementing the initiative.

Between September 2008 and September 2009, these foundations have awarded more than \$500,000 to LGBTQ people of color groups in their communities, in addition to capacity building and leadership development.

PRESENTATION

LGBTQ RIGHTS, FUNDING TRENDS, MOVEMENT STRATEGIES

Funders for LGBTQ Issues co-presents a workshop (with FIERCE, a New York City-based organization that builds the leadership and power of LGBTQ youth) on LGBTQ rights and philanthropy at the Making Money, Make Change retreat in Falls Village, Connecticut. The retreat serves as a national, multiracial gathering for young people with wealth (ages 18-35) who believe in social change.

More than 100 people attend the retreat and approximately 30 attend the workshop.

October

RESOURCE

A WEB 2.0 PRESENCE, THOUSANDS OF FANS

Funders for LGBTQ Issues widens its online reach and launches a Facebook fan page, providing regular updates to a much larger audience of fans. A few weeks later, Funders for LGBTQ Issues premieres a related fan page for its Racial Equity Online Toolkit and, within a month, the two fan pages collect more than 2,000 fans.

COMMENTARY

“For starters, the diversity in grantmaking conversation needs a clearer, more principled definition. Defined too broadly, ‘diversity’ conflates categories associated with historical inequality with categories that merely denote difference. It assures a room full of people that everyone’s perspective matters yet incorrectly infers that everyone’s perspective is equal.”

— Robert Espinoza, Funders for LGBTQ Issues, in the Council on Foundation’s e-journal of philanthropic ideas, *Thought, Action, Impact*

November

COMMENTARY

NCRP’S ‘RESPONSIVE PHILANTHROPY’ JOURNAL

The National Committee for Responsive Philanthropy features an essay by Funders for LGBTQ Issues on the cover of its quarterly journal, *Responsive Philanthropy*. Executive Director Karen Zelermyer writes, “I am encouraged by the current level of commitment from so many leaders in the field who share our desire to explore new opportunities for alliance building and new organizational models for working intersectionally. Together, we have the potential to advance social justice beyond what’s possible working alone.”



PRESENTATION

LGBTQ GRANTMAKING IN THE GLOBAL SOUTH AND EAST

Funders for LGBTQ Issues presents its research on LGBTQ grantmaking in the Global South and East at the Community One Foundation's 2009 LGBT Philanthropy Conference, held in Toronto, Ontario, Canada.

The national conference assembles more than 100 foundation and nonprofit leaders from around Canada to strengthen the resources of LGBTQ communities.

COMMENTARY

NCRP'S 'KEEPING A CLOSE EYE' BLOG

The National Committee for Responsive Philanthropy features Funders for LGBTQ Issues in its national blog, "Keeping a Close Eye." Research and Communications Director Robert Espinoza writes about the limited funding that reaches organizations serving LGBTQ communities of color: "So what happens when organizations that were set up to reverse these conditions receive little support from philanthropic sources? What becomes of a healthy civil society when its most vulnerable populations remain impoverished? Is this how philanthropy upholds its purpose?"

PRESENTATION

THE YEAR IN LGBTQ RIGHTS

Funders for LGBTQ Issues joins a teleconference organized by Queers for Economic Justice about the year's failures and successes in LGBTQ rights. Funders for LGBTQ Issues offers a review of the foundation sector's relationship to LGBTQ issues and broader social justice concerns.

December

WORKSHOP

FOUNDATION STRATEGIES FOR THE COMMON GOOD

At the annual conference of the Independent Sector and the Council of Michigan Foundations, "Challenging Times, New Opportunities," Funders for LGBTQ Issues takes part in a panel organized by Caring to Change, a national project that has been interviewing foundation leaders to help identify grantmaking strategies that can better promote the public good.

Approximately 40 philanthropic and nonprofit leaders attend the session and more than 1,100 attend the conference.

RESOURCE

RACIAL EQUITY ONLINE TOOLKIT, LGBTRACIALEQUITY.ORG

To increase philanthropic awareness and support LGBTQ communities of color, Funders for LGBTQ Issues releases an online toolkit that compiles tools, original commentaries and other resources. Among the toolkit's original tools are a comparison of frameworks for uncovering racial disparities, 10 steps for adopting a grantmaking lens that addresses racial inequality and LGBTQ issues, and an interactive slideshow that teases apart the elements of structural inequality—and many others. Additionally, a broad range of foundation representatives and nonprofit leaders provide original commentaries to enrich the ideas offered on the site.



Thousands of visitors visit the historic site in its first few months.

FUNDERS FOR LGBTQ ISSUES

MISSION

To mobilize philanthropic resources that create equity, enhance the well-being of lesbian, gay, bisexual, transgender and queer communities, and advance racial, economic and gender justice.

STAFF

Robert Espinoza, *Director of Research and Communications (2009)*
Ellen Gurzinsky, *Program Director (2008-2009)*
Nancy Ordovery, *Program Director*
Tia Richards, *Operations Manager*
Karen Zelermyer, *Executive Director*

BOARD OF DIRECTORS

Ignatius Bau, *The California Endowment*
Maria Cadenas, *Cream City Foundation*
Nicole Cozier, *Washington Area Women's Foundation*
Christina Cuevas, *Community Foundation of Santa Cruz County*
Masen Davis, *Transgender Law Center*
Jesse King, *Fulcrum Advisors*
Andrew Lane, *Johnson Family Foundation*
Steven Lawrence, *The Foundation Center*
Hez Norton, *Third Sector New England*
Lina Paredes, *Liberty Hill Foundation*
Judy Patrick, *Women's Foundation of California*
Morris Price, *Gill Foundation*
Ron Rowell, *Common Counsel Foundation*





FUNDERS FOR
LGBTQ
ISSUES

116 East 16th Street, 6th Floor
New York, NY 10003

(212) 475-2930 (v)

(212) 475-2532 (f)

lgbtfunders.org

lgbtracialequity.org

facebook.com/LGBTQFunders

facebook.com/LGBTQRacialEquity